

**YAKAMA NATION HUMAN RESOURCES DEPARTMENT
JOB ANNOUNCEMENT**



Announcement # 2015-162 **Issue Date:** 08-26-15 **Closing Date:** 09-16-15

Hatchery Manager (MA)
YN Fisheries YKFP
Department of Natural Resources
Hourly Wage: \$35.04/Regular/Full-Time

The Manager (MA) oversees the operation and maintenance of the Melvin R. Sampson Coho Facility (MRSCF): adult holding, sorting, spawning, incubation and rearing of Coho Salmon. The MA will manage fish production activities at the MRSCF and assist in the implementation and coordination of project research activities. Given the high level of responsibility associated with the operation of an integrated research and production facility the MA will be expected to possess expertise in the operation and maintenance of such a facility, including a high level of biological knowledge regarding Pacific salmon production programs.

Knowledge, Skills and Abilities:

- Knowledge of the biology of anadromous Pacific salmonids sufficient to assist in the management of the complex.
- Technical knowledge of the methods, techniques, tools and equipment of fish culture sufficient to assist in the management of a full fish production program from spawning through release.
- Knowledge and familiarity with experimental fish culture concepts, approaches and programs.
- Working knowledge and understanding of the nutritional requirements of anadromous fishes, including fish feeds and feeding regimes.
- Working knowledge of fish pathology, disease diagnosis and treatment so as to monitor fish health and quality and when necessary to assist in the implementation of corrective measures in collaboration with fish health specialist.
- In collaboration with YKFP or other biologists and ability or skill to implement experimental methods in a supplementation program.
- Working knowledge and/or skill with regard to computer science, including equipment, software and protocols.
- Working knowledge and/or skill with regard to fish monitoring/measuring equipment and protocols.
- Working knowledge of the principles of adaptive management.
- Knowledge and experience sufficient in applying the principles, practices and theories of management and public administration including optimum use of human and material resources, the principles of leadership, supervision, organization, administration and budget preparation.
- Working knowledge of accounting and financial systems common to tribal and federal governments is preferred.
- Knowledge of and sensitivity to the Yakama Nation culture, traditions and values.
- Ability to execute the planning, direction and coordination of the work of subordinates in a complex governmental organization.
- Ability understand the complex political relationships between tribal, state, and federal governments.
- Ability to lead in the implementation of fish production plans.
- Ability to lead in the development, negotiation and administration of an annual operations and maintenance.
- Ability to plan, coordinate and implement a maintenance/rehabilitation program for the complex.
- Proven ability to communicate effectively, both orally and in writing, with complex employees, scientists, tribal governmental personnel, state and federal agency personnel and the general public.
- Ability to demonstrate experience in resolving complex resource and/or public management issues.

General Recruiting Indicators:

- Minimum of a Bachelor of Science Degree in Fisheries, Marine Biology or a minimum of five years of experience as a fisheries student, tribal fisheries technician or fish culturist. Must possess a working knowledge of the following Pacific Salmon culture facilities: adult holding ponds; rearing vessels (utilizing ground and surface water supplies); off-site rearing facilities; fishways; fish traps; pollution abatement equipment and predation control measures.

Special Requirements:

- Required to pass a pre-employment drug and alcohol test.
- Required to pass a pre-employment background check.
- Must possess a valid Washington State Driver License with the ability to obtain a valid Yakama Tribal Drivers Permit.